

Director's Report
April 7, 2022

VCAP and Jobs to Careers:

We continue to work on our paradigm shift from assisting someone to get a job to helping someone engage in a career pathway. Our dashboard, case review process, supervision, training, and policy work are in support of career pathways.

The Vt Career Advancement Project is an incredible opportunity to engage in a 5-year systems change effort to create on ramps for our customers towards, credential attainment, higher wage jobs and moving out of poverty. We finally have approval to accept and spend the funds. The six new Career Pathways Navigator positions are in active recruitment. Our VCAP Governance Board is established and meeting. A practice guide has been developed. Contracts are in process with CCV and VTC to hire Student Advisers. When the grant is fully rolled out Rich Tulikangas would be pleased to provide a full update for the SRC.

HireAbility Vermont:

Almost all the deliverables have been completed by The Place Creative. Social Media outlets are up and running and we have really good numbers on people watching our videos. The Place will provide us with a more formal utilization report in the next week or so as we complete our first month. The feedback from staff, partners and others remains universally positive. We are awaiting an orientation video that we utilize in the field for customers in a variety of ways. We will happily share once it is available.

DEIA Journey:

We have been moving towards an organization wide effort to increase the diversity of our staff and ensuring that we are welcoming and effectively serving everyone no matter who they are or where they are from. We fully executed our contract with Social Contract and had our first leadership meeting with their team last week. I and others were very impressed with the skills of the facilitator and her ability to draw out information about us and the organization very effectively. I think most affirming was that I believe the HireAbility team is ready to do this difficult work. A full launch is scheduled for mid-April.

Summer Career Exploration Program:

We are preparing for our second annual SCEP for students with disabilities across the state. Last year we served 155 students placed with 110 employers. So far, we have 165 applicants and are on track to run another very successful summer youth program. The classroom curriculum is set. The Business Account Managers and YESs are gearing up to identify a student's career interests and make meaningful job placements. We adapted and changed in response to lessons learned our first year.

Opioid Employment Services Pilots:

There is a major workforce bill moving through the legislature that includes \$1.3 million dollars for HireAbility to pilot employment service specific to people in recovery in Newport and Burlington. This work will be done in partnership with the Recovery Centers across the state. While we currently serve this population, we have never provided dedicated staff to assist

people in recovery with the critical service of getting and keeping a job. We are certain to learn much about how to people in recovery most effectively that can be replicated across the state. Stay tuned. We are hopeful this work will be funded.

RSA Monitoring Review:

A team of RSA staff will spend four days in Vermont beginning June 6th to audit the HA (VR) program. Our last audit was done in 2013. This is requiring much preparation and planning and therefore staff time. We know there will be findings and we want to put “our best foot forward”. The SRC Chairs might be asked to speak to the RSA team.

Budget and Operations:

We are back in a hybrid work schedule. We remain in a very strong budget situation.

Spring is here...sort of and summer is not far behind. Take care, Diane